

## KOMU-TV

### ANNUAL EEO PUBLIC FILE REPORT

The Purpose of this Annual EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KOMU-TV, Columbia, MO and is required to be placed in the public inspection file of this station and on its web site.

The information contained in this Report covers the time period beginning March 10, 2003 to and including September 30, ~~2000~~<sub>2003</sub> (the "Applicable Period").

The FCC's 2002 EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy(including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

Appendix 1 to  
Annual EEO Public File Report  
Covering the Period March 10, 2003 - September 30, 2003  
Station Comprising Station Employment Unit: KOMU-TV

Section 1: Vacancy Information

<b>Full-Time Positions Filled By Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees From All Sources for This Position</b>
Senior Video Producer	University Employee	3
Office Support Staff IV	MU Job List Web Site	5
Broadcast Engineer I	MU Job List Web Site	6
Broadcast Engineer I	University Employee	4
Production Assistant	University Employee	1
National Sales Manager	University Employee	3
Broadcast Engineer I	University Employee	4
Account Executive	University Employee	4
National Sales Coordinator	Internal Promotion	1
Production Assistant *	MU Job List Web Site	1
<b>Total Number of Persons Interviewed During Applicable Period:</b>		<hr/> 32

\* Under University of Missouri policy, certain positions are only open to University of Missouri Employees as was the case with this position

Appendix 2 to  
Annual EEO Public File Report  
Covering the Period March 10, 2003 - September 30, 2003  
Station Comprising Station Employment Unit: KOMU-TV

Section 2: Recruitment Source Information

Recruitment Source (Name, address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source was Utilized
<i>Alternative Community Training</i> <a href="mailto:tawntyd@hotmail.com">tawntyd@hotmail.com</a>	0	8
<i>Booneslick Technical Education Center</i> <a href="mailto:lmaupin@boonville.k12.mo.us">lmaupin@boonville.k12.mo.us</a>	0	8
<i>Center Placement Vocational Counseling</i> <a href="mailto:James.woods@hs.jcps.k12.mo.us">James.woods@hs.jcps.k12.mo.us</a>	0	8
<i>Columbia College Career Center</i> <a href="mailto:dgmalsen@emial.ccis.edu">dgmalsen@emial.ccis.edu</a>	0	8
<i>Dept. of Veteran Affairs</i> <a href="mailto:vrczpres@vba.va.gov">vrczpres@vba.va.gov</a>	0	8
<i>Division of Vocational Rehabilitation</i> <a href="mailto:shoskins@vr.dese.state.mo.us">shoskins@vr.dese.state.mo.us</a>	0	8
<i>Division of Employment</i> <a href="mailto:jmcquitty@wfd.state.mo.us">jmcquitty@wfd.state.mo.us</a>	0	8
<i>Employment Opportunities List</i> <a href="http://Mujobs.missouri.edu">Mujobs.missouri.edu</a>	17	8
<i>Florida State University</i> <a href="mailto:reception@admin.fsu.edu">reception@admin.fsu.edu</a>	0	8
<i>Hickman High School</i> <a href="mailto:alandes@columbia.k12.mo.us">alandes@columbia.k12.mo.us</a>	0	8
<i>Howard University</i> <a href="mailto:careersrhu@hotmail.com">careersrhu@hotmail.com</a>	0	8
<i>LDS Employment Services</i> <a href="mailto:Wel-ec-stlouis@ldsmaail.net">Wel-ec-stlouis@ldsmaail.net</a>	0	8

<i>Mexico Area Vo-Tech School</i> <a href="mailto:bhawkins@mexico.k12.mo.us">bhawkins@mexico.k12.mo.us</a>	0	8
<i>Missouri Division of Employment Security</i> <a href="mailto:jjohnson@centroid.wfd.state.mo.us">jjohnson@centroid.wfd.state.mo.us</a>	0	8
<i>Missouri Division of Workforce Development</i> <a href="mailto:mcarr@wfd.state.mo.us">mcarr@wfd.state.mo.us</a>	0	8
<i>Missouri River Regional Library</i> <a href="mailto:orschelnj@mrrl.org">orschelnj@mrrl.org</a>	0	8
<i>Moberly Area Community College</i> <a href="mailto:susiec@hp9000.macc.cc.mo.us">susiec@hp9000.macc.cc.mo.us</a>	0	8
<i>St. Louis Public Library</i> <a href="mailto:dallen@slpl.lib.mo.us">dallen@slpl.lib.mo.us</a>	0	8
<i>State Equal Opportunity Office</i> <a href="mailto:ruckeb@mail.oa.state.mo.us">ruckeb@mail.oa.state.mo.us</a>	0	8
<i>Surplus Property (MU)</i> <a href="mailto:fisherf@missouri.edu">fisherf@missouri.edu</a>	0	8
<i>The Job Center</i> <a href="mailto:christinev@advent.org">christinev@advent.org</a>	0	8
<i>UHC Human Resources</i> <a href="mailto:rorahr@health.missouri.edu">rorahr@health.missouri.edu</a>	0	8
<i>Veterans Assistance Commission</i> <a href="mailto:dlbellm@co.madison.il.us">dlbellm@co.madison.il.us</a>	0	8
<i>Westminster College</i> <a href="mailto:hallg@jaynet.wcmo.edu">hallg@jaynet.wcmo.edu</a>	0	8
<i>Workforce Development</i> <a href="mailto:ddavis@wfd.state.mo.us">ddavis@wfd.state.mo.us</a>	0	8
<i>African American Media Incubator</i> 2164 Wisconsin Ave. NW Washington, DC 20007	0	8
<i>American Women in Radio and Television</i> 8405 Greensboro Dr., Suite 800 McLean, VA 22102	0	8
<i>Asian American Journalists Assn.</i> 1182 Market St., Suite 320 San Francisco, CA 94102	0	8
<i>Assn. for Women in Communications</i> 780 Ritchie Highway, Suite 28-S Saverna Park, MD 21146	0	8

<i>Black Broadcasters Alliance</i> 3474 William Penn Highway Pittsburgh, PA 15235	0	8
<i>Black Culture Center – MU</i> 813 Virginia Ave. Columbia, MO 65211	0	8
<i>California Chicano News Media Assn.</i> 3800 S. Figueroa St. Los Angeles, CA 90037-1206	0	8
<i>Emma L. Bowen Foundation for Minority Interests in Media</i> 1299 Pennsylvania Ave. NW, 11 <sup>th</sup> Floor Washington, DC 20004	0	8
<i>Indigenous Broadcast Center</i> 810 E Ninth St. Anchorage, AK 99501-3826	0	8
<i>International Women’s Media Foundation</i> 1726 M Street NW, Suite 1002 Washington, DC 20036	0	8
<i>Missouri Broadcasters Assn.</i> P.O. Box 104445 Jefferson City, MO 65110-4445 <a href="http://www.mba.org">www.mba.org</a>	0	8
<i>Minorities in Communication</i> Division of Association for Education in Journalism and Mass Communication 1621 College St. Columbia, SC 29208	0	8
<i>National Association of Black College Broadcasters</i> P.O. Box 3191 Atlanta, GA 30302	0	8
<i>National Association of Black Journalists</i> University of Maryland 8701-A Adelphi Rd Adelphi, MD 20783-1716	0	8

<i>National Association. of Black-Owned Broadcasters</i> 1155 Connecticut Ave. NW Suite 600 Washington, DC 20036	0	8
<i>National Association of Broadcasters</i> 1771 N Street NW Washington, DC 20036 <a href="http://www.nab.org">www.nab.org</a>	0	8
<i>National Association of Hispanic Journalists</i> 1000 National Press Building Washington, DC 20045-2001	0	8
<i>National Association of Minority Media Executives</i> 1921 Gallows Rd, Suite 600 Vienna, VA 22182	0	8
<i>National Black Media Coalition</i> 1738 Elton Rd., Suite 314 Silver Spring, MD 20903	0	8
<i>National Lesbian and Gay Journalists Association</i> 1420 K Street NW Washington, DC 20005	0	8
<i>Native American Journalists Association</i> University of South Dakota 414 E. Clark St. Vermillion, SD 57069	0	8
<i>Native American Public Telecommunications</i> P.O. Box 83111 Lincoln, NE 68501	0	8
<i>Radio and Television News Directors Association</i> 1600 K Street NW, Suite 700 Washington, DC 10006-2838	0	8
<i>South Asian Journalists Association</i> Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	0	8
<i>Alice Lloyd College</i> Purpose Road Pippa Passes, KY 41844	0	8

<i>American Indian Council</i> 317 N. 11 <sup>th</sup> St.; 7 <sup>th</sup> Floor St. Louis, MO 63101	0	8
<i>American Women in Radio &amp; TV</i> 1620 Tyson Blvd.; Suite 200 McLean, VA 22102	0	8
<i>Arkansas Baptist College</i> 1600 Bishop ST. Little Rock, AR 72202	0	8
<i>Arkansas State University</i> State University, AR 72467	0	8
<i>Arkansas State University – Beebe</i> P.O. Drawer H Beebe, AR 72012	0	8
<i>Arkansas Tech University</i> Russellville, AR 72801	0	8
<i>Asbury College</i> Wilmore, KY 40390	0	8
<i>Aurora University</i> 347 S. Gladstone Ave. Aurora, IL 60506	0	8
<i>Avila College</i> 11901 Wornall Rd Kansas City, MO 64145	0	8
<i>Baker University</i> P.O. Box 65 Baldwin City, KS 66006	0	8
<i>Barclay College</i> P.O. Box 288 Haviland, KS 67059	0	8
<i>Bartat College</i> Lake Forest, IL 60045	0	8
<i>Bartlesville Wesleyan College</i> 2201 Silver Lake Rd Bartlesville, OK 74006	0	8

<i>Bellarmino College</i> Newsburg Road Louisville, KY 40205	0	8
<i>Benedictine College</i> Atchison, KS 66002	0	8
<i>Bethany College</i> Lindsborg, KS 67456	0	8
<i>Bethel College</i> North Newton, KS 67117	0	8
<i>Black Economic Union</i> 1601 E. 18 <sup>th</sup> St.; Suite 300 Kansas City, MO 64180	0	8
<i>Black River Technical College</i> P.O. Box 468 Pocahontas, AR 72455	0	8
<i>Blackburn College</i> Carlinville, IL 62626	0	8
<i>Brescia College</i> 717 Frederica St. Owensboro, KY 42301	0	8
<i>Briar Cliff College</i> P.O. Box 2100 Sioux, IA 51104	0	8
<i>Buena Vista College</i> Storm Lake, IA 50588	0	8
<i>Cameron University</i> 2800 Gore Blvd. Lawton, OK 73505	0	8
<i>Carl Sandburg College</i> 2232 S. Lake Storey Rd. Galesburg, IL 61402	0	8
<i>Central Baptist College</i> Conway, AR 72032	0	8
<i>Central College</i> 812 University Pella, IA 50219	0	8



<i>Central College</i> 1200 South Main McPherson, KS 67460	0	8
<i>Central Methodist College</i> Church Street Fayette, MO 65248	0	8
<i>Central Missouri State University</i> Warrensburg, MO 64093	0	8
<i>Chicago State University</i> 95 <sup>th</sup> Street at King Dr. Chicago, IL 60628	0	8
<i>Clark College</i> 1550 Clarke Dr. Dubuque, IA 52001	0	8
<i>College of the Ozarks</i> Point Lookout, MO 65726	0	8
<i>Columbia College</i> 600 S Michigan Chicago, IL 60605	0	8
<i>Columbia College</i> 1001 Rogers St. Columbia, MO 65216	0	8
<i>Concordia University</i> 6400 Augusta River Forest, IL 60305	0	8
<i>Cornell College</i> 600 First St. West Mount Vernon, IA 52314	0	8
<i>Culver-Stockton College</i> Canton, MO 63435	0	8
<i>Cumberland College</i> College Station DR. Williamsburg, KY 40769	0	8
<i>DePaul University</i> 25 E. Jackson Blvd. Chicago, IL 60604	0	8

<i>DeVry Institute of Technology</i> 11224 Holmes Rd Kansas City, MO 64131	0	8
<i>Dordt College</i> Sioux Center, IA 51250	0	8
<i>Drake University</i> 25 <sup>th</sup> & University Avenue Des Moines, IA 50311	0	8
<i>Drury College</i> 900 North Benton Ave Springfield, MO 65802	0	8
<i>East Central University</i> Ada, OK 74820	0	8
<i>Eastern Illinois University</i> Charleston, IL 61920	0	8
<i>Eastern Kentucky University</i> Richmond, KY 40475	0	8
<i>East-West University</i> 816 S. Michigan Ave. Chicago, IL 60605	0	8
<i>Elmhurst College</i> 190 Prospect Elmhurst, IL 61026	0	8
<i>Emporia State University</i> 1200 Commercial St. Emporia, KS 66801	0	8
<i>Eureka College</i> 300 College Eureka, IL 61530	0	8
<i>Fontbonne College</i> 6800 Wydown Blvd. St. Louis, MO 63105	0	8
<i>Fort Hays State University</i> Hays, KS 67601	0	8
<i>Friends University</i> 2100 University Wichita, KS 67213	0	8

<i>Georgetown College</i> 400 East College St. Georgetown, KY 40324	0	8
<i>Grace Hill Neighborhood Services</i> 2600 Hadley St. Louis, MO 63130	0	8
<i>Greenville College</i> 315 E. College, Box 159 Greenville, IL 62246	0	8
<i>Governors State University</i> University Park, IL 60466	0	8
<i>Graceland College</i> Lamoni, IA 50140	0	8
<i>Grand View College</i> 1200 Grandview Ave. Des Moines, IA 50316	0	8
<i>Grinnell College</i> P.O. Box 805 Grinnell, IA 50112	0	8
<i>Hannibal-LaGrange College</i> Hannibal, MO 63401	0	8
<i>Harding University Main Campus</i> Searcy, AR 72149	0	8
<i>Harris-Stowe State College</i> 3026 LaCledde Ave. St. Louis, MO 63103	0	8
<i>Henderson State University</i> Arkadelphia, AR 71923	0	8
<i>Hendrix College</i> 1601 Harkrider St. Conway, AR 72032	0	8
<i>Illinois College</i> Jacksonville, IL 62650	0	8
<i>Iowa Wesleyan College</i> 601 North Main Mount Pleasant, IA 52641	0	8

<i>John Brown University</i> Siloam Springs, AR 72761	0	8
<i>Kansas Newman College</i> 3100 McCormick Ave. Wichita, KS 67213	0	8
<i>Kansas State University</i> Manhattan, KS 66506	0	8
<i>Kansas Wesleyan University</i> 100 E. Claflin Salina, KS 67401	0	8
<i>Kentucky Christian College</i> 617 N. Carol Mallone Blvd. Grayson, KY 41143	0	8
<i>Kentucky State University</i> Frankfort, KY 40601	0	8
<i>Kentucky Wesleyan College</i> 3000 Frederica St. Owensboro, KY 42302	0	8
<i>Lake Forest College</i> Lake Forest, IL 60045	0	8
<i>Langston University</i> Langston, OK 73050	0	8
<i>Lincoln University</i> Jefferson City, MO 65201	0	8
<i>Lindenwood College</i> 209 South Kings Highway St. Charles, MO 63301	0	8
<i>Lindsey Wilson College</i> 210 Lindsey Wilson St. Columbia, KY 42728	0	8
<i>Loras College</i> Dubuque, IA 52004	0	8
<i>Loyola University of Chicago</i> 820 N. Michigan Ave. Chicago, IL 60611	0	8
<i>Luther College</i> Decorah, IA 52101	0	8

<i>Madison County Urban League</i> 210 William Street Alton, IL 62002	0	8
<i>Maryville University</i> 13550 Conway Rd. St. Louis, MO 63141	0	8
<i>McPherson College</i> McPherson, KS 67460	0	8
<i>Midwestern University</i> 555 31 <sup>st</sup> Street Downers Grove, IL 60515	0	8
<i>Midway College</i> 512 E. Stephens Midway, KY 40347	0	8
<i>Millikin University</i> 1184 W. Main St. Decatur, IL 62522	0	8
<i>Missouri Southern State College</i> 3950 E. Newman Rd. Joplin, MO 64801	0	8
<i>Missouri Valley College</i> 500 E. College Marshall, MO 65340	0	8
<i>Monmouth College</i> 700 E. Broadway Monmouth, IL 61462	0	8
<i>Morehead State University</i> University Boulevard Morehead, KY 40351	0	8
<i>Morningside College</i> 1501 Morningside Ave. Sioux City, IA 51106	0	8
<i>Mount Mercy College</i> 1330 Elmhurst Drive, NE Cedar Rapids, IA 52402	0	8

<i>Mount St. Clare College</i> 400 N. Bluff Blvd. Clinton, IA 52732	0	8
<i>Murray State University</i> Murray, KY 40271	0	8
<i>National Assn. Of Black Sales Professionals</i> P.O. Box 5303 River Forest, IL 60305	0	8
<i>National Black MBA Association</i> 180 N. Michigan Ave. Chicago, IL 60601	0	8
<i>National Louis University</i> 2840 Sheridan Rd. Evanston, IL 60201	0	8
<i>Native American Public Broadcasting Consortium, Inc.</i> Box 8311 Lincoln, NE 68501	0	8
<i>North Central College</i> 30 N. Brainard St., Box 3063 Naperville, IL 60566	0	8
<i>North Central Missouri College</i> 1301 Main Street Trenton, MO 64683	0	8
<i>Northeastern Illinois University</i> 5500 N. Saint Louis Ave. Chicago, IL 60625	0	8
<i>Northeastern State University</i> Tahlequah, OK 74464	0	8
<i>Northern Kentucky University</i> University Drive Highland Heights, KY 41099	0	8
<i>Northwest Missouri State University</i> Maryville, MO 64468	0	8
<i>Northwestern College</i> Orange City, IA 51041	0	8

<i>Northwestern State University</i> 709 Oklahoma Blvd. Alva, OK 73717	0	8
<i>Northwestern University</i> 633 Clark St. Evanston, IL 60208	0	8
<i>Oklahoma City University</i> NW 23 <sup>rd</sup> & Blackwelder Oklahoma City, OK 73106	0	8
<i>Oklahoma Panhandle State University</i> Box 430 Goodwell, OK 73939	0	8
<i>Oklahoma State University – Main Campus</i> Stillwater, OK 74078	0	8
<i>Oklahoma State University – Oklahoma City</i> 900 North Portland Oklahoma City, OK 73107	0	8
<i>Oklahoma State University – Okmulgee</i> Okmulgee, OK 74447	0	8
<i>Ottawa University</i> 1001 S. Cedar St. Ottawa, KS 66067	0	8
<i>Ouachita Baptist University</i> Arkadelphia, AR 71998	0	8
<i>Parks College of St. Louis University</i> Cahokia, IL 62206	0	8
<i>Philander Smith College</i> 812 West 13 <sup>th</sup> St. Little Rock, AR 72202	0	8
<i>Phillips University</i> 100 S. University Ave. Enid, OK 73701	0	8
<i>Pikeville College</i> Sycamore St. Pikeville, KY 41501	0	8
<i>Pittsburg State University</i> Pittsburg, KS 66762	0	8

<i>Quincy University</i> 1800 College Ave. Quincy, IL 62301	0	8
<i>Robert Morris College</i> 180 N. LaSalle St. Chicago, IL 60601	0	8
<i>Rockhurst College</i> 1100 Rockhurst Rd. Kansas City, MO 64110	0	8
<i>St. Ambrose University</i> 518 W. Locust St. Davenport, IA 52803	0	8
<i>St. John's College</i> 421 N. 9 <sup>th</sup> Street Springfield, IL 62702	0	8
<i>St. Louis Black Media Coalition</i> 2101 S. Brentwood St. Louis, MO 63144	0	8
<i>St. Louis University</i> 221 N. Grand Blvd. St. Louis, MO 63130	0	8
<i>St. Mary College</i> 4100 4 <sup>th</sup> St. Trafficway Leavenworth, KS 66048	0	8
<i>Southeast Missouri State University</i> One University Plaza Cape Girardeau, MO 63701	0	8
<i>Southeastern Oklahoma State University</i> Durant, OK 74701	0	8
<i>Southern Arkansas University</i> Magnolia, AR 71753	0	8
<i>Southern Illinois University – Carbondale</i> Carbondale, IL 62901	0	8
<i>Southern Illinois University – Edwardsville</i> Edwardsville, IL 62026	0	8



<i>Southwest Baptist University</i> 1601 S. Springfield St. Bolivar, MO 65613	0	8
<i>Southwest Missouri State University</i> 901 S. National Springfield, MO 65804	0	8
<i>Southwestern College</i> Winfield, KS 67156	0	8
<i>Southwestern Oklahoma State University</i> Weatherford, OK 73096	0	8
<i>Spalding University</i> 851 S. Fourth St. Louisville, KY 40203	0	8
<i>Sterling College</i> Sterling, KS 67579	0	8
<i>Tabor College</i> Hillsboro, KS 67053	0	8
<i>Thomas More College</i> Crestview Hills, KY 41017	0	8
<i>Transylvania University</i> 300 North Broadway Lexington, KY 40508	0	8
<i>Tri-County Urban League</i> 317 S. McArthur Highway Peoria, IL 61605	0	8
<i>Union College</i> 310 College St. Barbourville, KY 40906	0	8
<i>University of Arkansas – Main Campus</i> Fayetteville, AR 72701	0	8
<i>University of Arkansas – Little Rock</i> 2801 S. University Ave. Little Rock, AR 72204	0	8
<i>University of Arkansas – Monticello</i> Monticello, AR 71656	0	8

<i>University of Arkansas – Pine Bluff</i> Pine Bluff, AR 71601	0	8
<i>University of Central Arkansas</i> Conway, AR 72035	0	8
<i>University of Central Oklahoma</i> 100 N. University Drive Edmond, OK 73034	0	8
<i>University of Dubuque</i> 2000 University Ave. Dubuque, IA 52001	0	8
<i>University of Illinois – Chicago</i> 601 S. Morgan – M/C 102 Chicago, IL 60607	0	8
<i>University of Illinois Urbana-Champaign</i> Urbana, IL 61801	0	8
<i>University of Iowa</i> Iowa City, IA 52242	0	8
<i>University of Kentucky</i> Lexington, KY 40506	0	8
<i>University of Louisville</i> South Third Street Louisville, KY 40292	0	8
<i>University of Missouri – Columbia</i> Columbia, MO 65211	0	8
<i>University of Missouri – Kansas City</i> 5100 Rockhill Rd. Kansas City, MO 64110	0	8
<i>University of Missouri – Rolla</i> Rolla, MO 65401	0	8
<i>University of Missouri – St. Louis</i> 8001 Natural Bridge Rd. St. Louis, MO 63121	0	8
<i>University of Oklahoma – Norman</i> 660 Parrington Oval Norman, OK 73019	0	8

<i>University of the Ozarks</i> 415 College Ave. Clarksville, AR 72830	0	8
<i>University of Tulsa</i> 600 South College Tulsa, OK 74104	0	8
<i>Upper Iowa University</i> P.O. Box 1857 Fayette, IA 52142	0	8
<i>Urban League of Kansas City</i> 1710 Paseo Kansas City, MO 64108	0	8
<i>The Urban League</i> 3701 Grandel Square St. Louis, MO 63156	0	8
<i>Wartburg College</i> Waverly, IA 50677	0	8
<i>Washburn University of Topeka</i> Topeka, KS 66621	0	8
<i>Washington University</i> 1 Brooking Drive St. Louis, MO 63130	0	8
<i>Webster University</i> 470 E. Lockwood Webster Groves, MO 63119	0	8
<i>Western Illinois University</i> 1 University Circle Macomb, IL 61455	0	8
<i>Western Kentucky University</i> Bowling Green, KY 42101	0	8
<i>Westminster College</i> Fulton, MO 65251	0	8
<i>Wheaton College</i> Wheaton, IL 60187	0	8
<i>Wichita State University</i> Wichita, KS 67260	0	8

<i>William Jewell College</i> 500 College Hill Liberty, MO 64068	0	8
<i>William Penn College</i> Oskaloosa, IA 52577	0	8
<i>William Woods University</i> Fulton, MO 65251	0	8
<i>Williams Baptist College</i> Walnut Ridge, AR 72476	0	8

\*KOMU-TV has broadcast 2-4 times per month announcements soliciting organizations who wish to receive information about job openings at KOMU-TV. To date no organizations have responded.

Appendix 3 to

Annual EEO Public File Report

Covering the Period March 10, 2003 - September 30, 2003

Station Comprising Station Employment Unit: KOMU-TV

Section 3 (Non-Vacancy Specific) Recruitment Activities Undertaken by KOMU-TV

Each year, KOMU-TV, along with KBIA-FM, presents a scholarship to the outstanding minority student in the Broadcast News sequence. The student must have the qualities of energy, enthusiasm, accuracy, and a desire to excel in journalism. The student selected must also have at least one year of school remaining. KOMU-TV's News Director, under consultation with a staff member from KBIA, makes the selection which is awarded in April of each year. In April 2003 the scholarship was awarded to a female minority student currently enrolled at the University of Missouri's School of Journalism who is working as a current KOMU-TV morning anchor.

KOMU-TV is an annual participant in the City of Columbia's C.A.R.E. program. The C.A.R.E. program is designed to provide Columbia's disadvantaged youth, ages 14 – 18, the opportunity to develop future job skills, life skills, and an awareness of career paths through meaningful summer work experience and educational seminars. The objective of this program is to help make the youth more employable/marketable after high school graduation. As a participant in the program, KOMU-TV8 provides an individual on-the-job training in the promotion department, a concise job description, trainee supervision, complies with OSHA, ADA, and Child Labor Law regulations, and job performance evaluations. The person participating in this program worked under the supervision of the Director of Programming & Promotion and Assistant Promotion Manager. This Summer, KOMU's female intern worked approximately 23 hours per week from June 16 – August 7.

The KOMU-TV8 internship program exposes college students to the dynamic responsibilities of a television station's Promotion and Sales department. Interns work 15 – 20 hours a week with Promotion Managers to help promote the station's image and news. Responsibilities include writing spots for news and community events, helping maintain the station's partnerships with NBC and the WB, and conducting tours for various youth groups. Interns also represent the station at various community events. During the Winter 2003 semester five females participated, During the Summer 2003 semester two females and one male participated and starting in September five females including a female minority will participate. Interns in the Sales Department work 15-20 hours per week acquiring skills in research, copy writing and production. The Sales Department had one male intern for the Winter 2003 semester and one person will intern beginning in September 2003. In these internships, candidates develop the skills they need for a successful transition from school to their first promotional position. A number of past interns have gained employment with KOMU-TV after graduation.

KOMU-TV's ownership, The Curators of the University of Missouri, has an established practice of listing job vacancies for the station with the following groups whose membership include substantial participation of women and minorities.

*African American Media Incubator*  
*American Women in Radio and Television*  
*Asian American Journalists Assn.*  
*Assn. for Women in Communications*  
*Black Broadcasters Alliance*  
*Black Culture Center – MU*

*California Chicano News Media Assn.*  
*Emma L. Bowen Foundation for Minority Interests in Media*  
*International Women's Media Foundation*  
*Minorities in Communication*  
*Division of Association for Education in Journalism and Mass Communication*  
*National Association of Black College Broadcasters*  
*National Association of Black Journalists*  
*National Association. of Black-Owned Broadcasters*  
*National Association of Hispanic Journalists*  
*National Association of Minority Media Executives*  
*National Black Media Coalition*  
*National Lesbian and Gay Journalists Association*  
*Native American Journalists Association*  
*Native American Public Telecommunications*  
*South Asian Journalists Association*  
*American Indian Council*  
*American Women in Radio & TV*